



Published on *Adobe Benefits* (<https://benefits.adobe.com>)

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Welcome to Adobe benefits! If you're a new hire or had a change in employment status, we're happy to introduce you to all that your Adobe rewards have to offer. This site provides an easy-to-understand breakdown of the [benefits that are available to you](#) [1] and the actions needed to access them.

What to do in the first few weeks

You must make your Health & Wellness plan choices **within 15 days of your hire date/change in employment status date**. To do this, visit the [Adobe Benefits Enrollment Site](#) [2].

Don't delay—if you miss this window, you'll automatically be enrolled in employee-only default coverage. The choices you make (whether actively or by default) will remain in effect until the next Open Enrollment period or until you experience a [life event](#) [3] like getting married or having/adopting a child.

If you have medical coverage elsewhere, you can opt out of Adobe medical coverage. We will contribute \$25 per paycheck to your taxable earnings when you waive coverage on the [Adobe Benefits Enrollment Site](#) [2] and provide proof of other coverage.

As you make your selections, here are some things to keep in mind:

- Benefits are available for employees who work 24 hours per week or more. You can find a detailed eligibility chart [here](#) [4] [PDF].
- You may elect coverage for eligible dependents including: your spouse or domestic partner (same or opposite sex), your children (or spouse/domestic partner's children) up to age 26 and any age if disabled and dependent on you for support.
- Eligibility for some benefits, like the [401\(k\)](#) [5] and [ESPP](#) [6] may vary.
- If your spouse/domestic partner also is an Adobe employee, there are special enrollment rules. These rules are explained in the [2019 Rewards Guide](#) [7] [PDF].
- Adobe has tools to help you evaluate your benefits options. Visit [Choosing the right plans](#) [8] if you need assistance.
- When evaluating the medical option that is right for you, it's important to also consider the plan cost (your per-pay-period contribution). For more detailed cost comparison information, visit [Choosing a medical plan](#) [9].

What to do in the next few months or years

Your life is always changing, and your benefits will change along with it. After your first enrollment as a newly eligible employee, your benefits will be in effect until the following Open Enrollment period—unless you have a [life event](#) [3].

Life events include:

- [Getting married](#) [10]
- [Getting divorced](#) [11]
- [Having/adopting a child](#) [12]
- [Retiring/leaving the company](#) [13]

Here's what you need to know when you experience a life event:

- You have **31 days from the date of a life event** to submit a change in your election. The day of the event is day one.
- If you don't change your election within 31 days, you won't be able to do so until the next Open Enrollment period, unless you experience a subsequent life event and submit your changes on time.
- You may change your [401\(k\) Plan](#) [5], [Employee Stock Purchase Plan](#) [6] and [529 College Savings Plan](#) [14] elections **at any time** during the year, regardless of whether you experience a life event.
- You may change your beneficiary designations for the [401\(k\) Plan](#) [5], [Life Insurance](#) [15] and/or [AD&D insurance](#) [16] **at any time**, although certain restrictions apply.

How to make changes:

- To make any changes related to your 401(k) Plan, go to www.vanguard.com [17] or call 800-52-1188.
- To make changes to your ESPP elections, visit www.etrade.com/enroll [18].
- Make changes to your medical, dental and/or vision benefits via the [Adobe Benefits Enrollment Site](#) [2]. Contact Employee Experience at 408-536-4357 or email adobebenefits@conduent.com [19] if you have additional questions.

Source URL: <https://benefits.adobe.com/im-newly-eligible-benefits>

Links

- [1] <https://adobenewhires.a.guidespark.com/videos/117431>
- [2] https://adobe.okta.com/app/template_saml_2_0/exk114bwnr4CUbkTy0i8/sso/saml
- [3] <https://benefits.adobe.com/what-happens-when>
- [4] <https://benefits.adobe.com/document/596>
- [5] <https://benefits.adobe.com/financial-and-survivor-benefits/401k-plan>
- [6] <https://benefits.adobe.com/financial-and-survivor-benefits/employee-stock-purchase-program-esp>
- [7] <https://benefits.adobe.com/document/1791>
- [8] <https://benefits.adobe.com/benefits-enrollment/choosing-the-right-plans>
- [9] <https://benefits.adobe.com/health-and-wellness/choosing-a-medical-plan>
- [10] <https://benefits.adobe.com/what-happens-when/im-getting-married>
- [11] <https://benefits.adobe.com/what-happens-when/im-getting-divorced>
- [12] <https://benefits.adobe.com/what-happens-when/im-having-adopting-a-child>
- [13] <https://benefits.adobe.com/what-happens-when/im-leaving-adobe-my-spouse-partner-is-leaving-adobe>
- [14] <https://benefits.adobe.com/perks-and-other-benefits/education-benefits#529>
- [15] <https://benefits.adobe.com/financial-and-survivor-benefits/life-insurance>
- [16] <https://benefits.adobe.com/financial-survivor-benefits/life-insurance#ADD>
- [17] <http://www.vanguard.com>
- [18] <http://www.etrade.com/enroll>
- [19] <mailto:adobebenefits@conduent.com>